

**Agreement between the Township of Hamilton  
and the CWA Local 1042 (White Collar)  
(July 1, 2013 through December 31, 2018)  
(Non-Police and Fire Collective Negotiations Agreement  
Summary Form)**

**New Jersey Public Employment Relations Commission**  
**NON-POLICE AND FIRE**  
**COLLECTIVE NEGOTIATIONS AGREEMENT SUMMARY FORM**

Line #

**SECTION I: Parties and Term of Contracts**

1 Public Employer: Township of Hamilton County: Mercer

2 Employee Organization: White Collar Employees - CWA Local 1042 Number of Employees in Unit: 146

3 Base Year Contract Term: Jul 2008 - June 2013 New Contract Term: Jul 2013 - Dec 2018

**SECTION II: Type of Contract Settlement (please check only one)**

- 4 ☒ Contract settled without neutral assistance
- 5 ☐ Contract settled with assistance of mediator
- 6 ☐ Contract settled with assistance of fact-finder
- 7 ☐ Contract settled with assistance of super-conciliator
- 8 If contract was settled in fact-finding, did the fact-finder issue a report with recommendations?  
 Yes ☐ No ☐

**SECTION III: Salary Base**

The salary base is the cost of salaries in the final year of the expired or expiring agreement. This is the base cost from which the parties negotiate the salary increases.

9 Salary Costs in Base Year \$ 8,967,788

10 Longevity Costs in Base Year \$ 135,647

11 Total Salary Base \$ 9,103,435

**SECTION IV: Salary Increases for Each Year of New Agreement\***

	Year 1	Year 2	Year 3	Year 4	Year 5
12 Effective Date (month/day/year)	<u>7/1/2013</u>	<u>1/1/2014</u>	<u>1/1/2015</u>	<u>1/1/2016</u>	<u>7/1/2016</u>
13 Cost of Salary Increments (\$)	<u>0</u>	<u>1,283</u>	<u>1,299</u>	<u>1,052</u>	<u>1,063</u>
14 Salary Increase Above Increments (\$)	<u>0</u>	<u>110,814</u>	<u>112,120</u>	<u>90,882</u>	<u>91,791</u>
15 Longevity Increase (\$)	<u>-8,313</u>	<u>-3,419</u>	<u>1,376</u>	<u>-3,756</u>	<u>-3,756</u>
16 Total \$ Increase (sum of lines 13-15)	<u>-8,313</u>	<u>108,678</u>	<u>114,875</u>	<u>88,178</u>	<u>89,097</u>
17 New Salary Base (\$)	<u>287,115</u>	<u>395,115</u>	<u>510,668</u>	<u>598,846</u>	<u>687,943</u>
18 Percentage increase over prior year	<u>-.09</u> %	<u>1.21</u> %	<u>1.26</u> %	<u>.96</u> %	<u>.96</u> %

*\*If contract duration is longer than five years, please add an additional page.*

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**NON-POLICE AND FIRE**  
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**SECTION IV: Salary Increases for Each Year of New Agreement\***

	Year 1	Year 2	Year 3	Year 4	Year 5
12 Effective Date (month/day/year)	<u>1/1/2017</u>	<u>7/1/2017</u>	<u>1/1/2018</u>	<u>7/1/2018</u>	
13 Cost of Salary Increments (\$)	<u>1,073</u>	<u>1,084</u>	<u>1,369</u>	<u>1,386</u>	
14 Salary Increase Above Increments (\$)	<u>92,708</u>	<u>93,636</u>	<u>118,215</u>	<u>119,693</u>	
15 Longevity Increase (\$)	<u>6,073</u>	<u>-3,473</u>	<u>3,175</u>	<u>1,875</u>	
16 Total \$ Increase (sum of lines 13-15)	<u>99,855</u>	<u>91,247</u>	<u>122,758</u>	<u>122,953</u>	
17 New Salary Base (\$)	<u>787,797</u>	<u>879,044</u>	<u>1,001,802</u>	<u>1,124,756</u>	
18 Percentage increase over prior year	<u>1.07</u> %	<u>.96</u> %	<u>1.28</u> %	<u>1.27</u> %	<u>.</u> %

*\*If contract duration is longer than five years, please add an additional page.*

**SECTION V: Increases in Other Contractual Economic Items or Newly Added Economic Items\***

19	Item Description	Base Year Cost (\$)	Year 1 Increase (\$)	Year 2 Increase (\$)	Year 3 Increase (\$)	Year 4 Increase (\$)	Year 5 Increase (\$)
	Overtime	214,698	0	2,684	2,717	2,201	2,223
	Sick Time Buyback	80,730	0	1,009	1,022	828	836
20	Totals(\$):	9,160,587	9,160,587	9,275,094	9,391,033	9,484,943	9,579,793

\*If contract duration is longer than five years, please add an additional page.

**SECTION VI: Medical Costs**

		Base Year	Year 1
21	Health Plan Cost	\$ 2,054,456	\$ 1,853,526
22	Prescription Plan Cost	\$ 549,628	\$ 505,907
23	Dental Plan Cost	\$ 163,690	\$ 164,147
24	Vision Plan Cost	\$ 14,043	\$ 14,043
25	Total Cost of Insurance	\$ 2,791,817	\$ 2,537,623
26	Employee Insurance Contributions	\$ 0	\$ 144,776
27	Employee Contributions as % of Total Insurance Cost	0 %	5.7 %

**SECTION V: Increases in Other Contractual Economic Items or Newly Added Economic Items\***

19	Item Description	Base Year Cost (\$)	Year 1 Increase (\$)	Year 2 Increase (\$)	Year 3 Increase (\$)	Year 4 Increase (\$)	Year 5 Increase (\$)
	Overtime	214,698	2,245	2,268	2,863	2,899	
	Sick Time Buyback	80,730	844	853	1,077	1,090	
20	Totals(\$):	9,160,587	9,675,591	9,772,346	9,894,501	10,018,182	

*\*If contract duration is longer than five years, please add an additional page.*

**SECTION VI: Medical Costs**

	Base Year	Year 1
21 Health Plan Cost	\$ 2,054,456	\$ 1,853,526
22 Prescription Plan Cost	\$ 549,628	\$ 505,907
23 Dental Plan Cost	\$ 163,690	\$ 164,147
24 Vision Plan Cost	\$ 14,043	\$ 14,043
25 Total Cost of Insurance	\$ 2,791,817	\$ 2,537,623
26 Employee Insurance Contributions	\$ 0	\$ 144,776
27 Employee Contributions as % of Total Insurance Cost	0 %	5.7 %

Employer: Township of Hamilton

Employee Organization: White Collar Employees - CWA Local 1042

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**Section VI: Medical Costs (continued)**

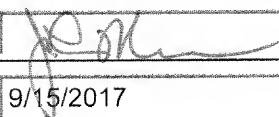
28 Identify any insurance changes that were included in this CNA.

**SECTION VII: Certification and Signature**

29 The undersigned certifies that the foregoing figures are true:

Print Name: John F. Ricci

Position/Title: Business Administrator

Signature: 

Date: 9/15/2017

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Send this completed and signed form along with an electronic copy of the contract and the signed certification form to: [contracts@perc.state.nj.us](mailto:contracts@perc.state.nj.us)

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NJ Public Employment Relations Commission  
Conciliation and Arbitration  
PO Box 429  
Trenton, NJ 08625  
Phone: 609-292-9898

Revised 8/2016